

WILX-TV  
EEO PUBLIC FILE REPORT

June 1, 2011-May 31, 2012<sup>1</sup>

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Production Assistant	1-50	49
Production Assistant	1-50	20
Production Assistant	1-50	20
News Assistant	1-50	20
News Assistant	1-50	50
News Assistant	1-50	49
News Assistant	1-50	49
Producer	1-50	49
Producer	1-50	49
Producer	1-50	49
Meteorologist	1-50	12
Photographer	1-50	49
Photographer	1-50	50
Photographer	1-50	49
Photographer	1-50	34
Video Journalist	1-50	40
Video Journalist	1-50	40
Video Journalist	1-50	24
Video Journalist	1-50	12
Video Journalist	1-50	12

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<sup>1</sup> This report was amended in May 2013 to address minor reporting issues.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
<b>1</b>	Albion College - Department of Economics and Management W. C. Dyer Albion College Albion, MI 49224 517-629-0238 Gerstacker@albion.edu	N	
<b>2</b>	Arab American Heritage Council Alex Isaac 515 Stevens St. Flint, MI 48502 810-352-2722 aisaac42@aol.com	N	
<b>3</b>	Baker College of Jackson Jackie Hassenzahl 2800 Springport Rd. Jackson, MI 49202 517-789-6123 Jackie.hassenzahl@baker.edu	N	
<b>4</b>	Baker College of Owosso-Career Serv Lisa Lynch 1020 S. Washington Owosso, MI 48867 989-729-3322 lisa.lynch@baker.edu	N	
<b>5</b>	Black Child & Family Institute Adia Boone 835 West Genesee Lansing, MI 48915 517-487-3775 officemngr@bcfi.org	N	

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<b>6</b>	Capital Area Michigan Works Talent Bank Teri Sand 2110 S. Cedar St. Lansing, MI 48910 517-492-5599 tsand@camw.net	Y	1
<b>7</b>	Career and Student Employment Western Michigan University 269-387-2745 Lynn C. Kelly Albertson www.broncojobs.wmich.edu	N	
<b>8</b>	Career Quest Sharri Artale 3215 S. Pennsylvania Lansing, MI 48910 517-853-7241 sartale@cqlc.edu	Y	
<b>9</b>	Central Michigan Univ/Broadcast Peter Orlik 344 Moore Hall Mount Pleasant, MI 48859 989-774-3851 orlik1pb@smich.edu	N	2
<b>10</b>	Chicago State Univ/Communications Gayle Evans 9501 South King Drive 318 Education Building Chicago, IL 60628 773-995-2000 gevans@csu.edu	N	
<b>11</b>	Davenport University 220 E. Kalamazoo St. Lansing, MI 48933 517-484-2600 lacs@davenport.ude	N	
<b>12</b>	Employee Referrals	N	3

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<b>13</b>	Gray Television Group Jane.ploegger@wsau.com	N	
<b>14</b>	ITT Technical Institute Grand Rapids Jennifer Hance 4020 Sparks Drive S.E. Grand Rapids, MI 49546 800-632-4676 jhance@itt-tech.edu	N	
<b>15</b>	Kellogg Community College Laura DePompolo 450 North Avenue Student Employment Services Battle Creek, MI 49017 269-965-3931 jobhelp@kellogg.edu	N	
<b>16</b>	Lansing Community College Alandis Baker PO BOX 40010 Lansing, MI 48917 517-483-1172 cesjoblink@lcc.edu	N	
<b>17</b>	Mary Coffman University of Northwestern 301-229-2168 m-coffman@northwestern.edu	Y	3
<b>18</b>	Media Line <a href="mailto:mark@medialone.com">mark@medialone.com</a> (News Jobs)	N	
<b>19</b>	Media Staffing Network Sales Jobs <a href="http://www.mediastaffingnetwork.com">http://www.mediastaffingnetwork.com</a>	N	
<b>20</b>	MAB- Includes Job Fairs Sarah Beeskow 819 N. Washington Lansing, MI 48906 800-968-7622 mab@michmab.com	Y	9

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<b>21</b>	Michigan State University Kristy Nishina E. Circle Drive Room 113 Career Placement Services East Lansing, MI 48824 517-884-1302 nishanak@msu.edu	Y	
<b>22</b>	Michigan State University Theda Rudd 113 Student Services Bld. East Lansing, MI 48824 517-355-9510 ruddt@csp.msu.edu	N	
<b>23</b>	Michigan State University Telecommunications Job Notices N370 N. Business Complex East Lansing, MI 48824 517-355-4451 steinfie@msu.edu	N	
<b>24</b>	Michigan State University Career Services and Placement Kelley Bishop Michigan State University 113 Student Services Building East Lansing, MI 48824 517-355-9510 bishopke@csp.msu.edu	N	3
<b>25</b>	Michigan State University College of Communication and Art/Science Karin Hanson 287 Comm. Arts Building East Lansing, MI 48824 517-355-6500 hanson39@msu.edu	N	
<b>26</b>	Michigan Works Saginaw County Dennis Brieske 1600 N. Michigan Room 400 102 W. Belle St. Charles, MI 48655 989-865-2477 smb@michiganworks.comn	N	

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<b>27</b>	Michigan Works Clinton County Douglas Stites 101 W. Cass St. Suite A 2 <sup>nd</sup> Floor, PO BOX 145 St. Johns, MI 48879 989-224-2000 tsand@camw.net	Y	
<b>28</b>	MSU ASCOT Lucasni2@msu.edu	Y	
<b>29</b>	NAACP Job Placement 408 E 8 <sup>th</sup> Street Wilmington, DE 19801 302-655-0998 britsmile@aol.com	N	
<b>30</b>	NAACP--Jackson County Branch Theresa Horne 1015 Francis Street Jackson, MI 49203 517-784-3842 naacpjackson@modempool.com	N	
<b>31</b>	NAACP-Port Huron Branch Juanita Taylor PO Box 610486 Port Huron, MI 48060 810-987-2446 phnaacp@aol.com	N	
<b>32</b>	NATIONAL ASSOC OF BLACK-OWNED BROADCASTERS PRISCILLA GREEN 1155 CONNECTICUT AVE NW 6TH FL Washington, DC 20036 202-463-8970 nabob@abs.net	N	

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
<b>33</b>	NATIONAL ASSOC OF HISPANIC JOURNALISTS LETICIA SALAZAR 529 14TH ST NW 1193 NATIONAL PRESS BLD Washington, DC 20045 202-662-7145 jobbank@nahj.org	N	
<b>34</b>	NON Employee Referral	N	6
<b>35</b>	Specs Howard nbonneville@specshoward.edu	Y	
<b>36</b>	Spring Arbor University Damon Seacott Master of Arts Communication 106 E. Main Spring Arbor, MI 49283 517-750-1200 dseacott@arbor.edu	N	
<b>37</b>	Spring Arbor University Kristy Taylor 106 E. Main Street Spring Arbor, MI 49283 517-750-6347 ktaylor@arbor.edu	N	
<b>38</b>	Spring Arbor University Phil Rose 1550 E. Beltline, SE Suite 230 Grand Rapids, MI 49546 616-49-0017 prose@admin.arbor.edu	N	
<b>39</b>	Spring Arbor University - WSAE Michelle Dawson 106 E. Main St. Spring Arbor, MI 49283 517.750.9723 michelle@arbor.edu	N	

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<b>40</b>	TV Jobs Mark Holloway PO BOX 4116 Oceanside, CA 92502 800-384-0119 jobs@tvjobs.com	N	2
<b>41</b>	UNIV OF NEW MEXICO -DEPT OF COMM & JOURN MARY BIBEAU UNIVERSITY HILL NE Albuquerque, NM 87131 505-277-5305 cjugrads@unm.edu	N	
<b>42</b>	UNIVERSITY OF MICHIGAN /FILM & VIDEO STUDIES JOB NOTICES 105 S STATE ST Ann Arbor, MI 48109 734-764-0147 sakirby@umich.edu	N	
<b>43</b>	UNIVERSITY OF MISSOURI/SCH OF JOURNALISM SUZETTE HEIMAN 103 NEFF HALL Columbia, MO 65211 573-882-6771 SENGSAVANHP@MISSOURI.EDU	N	
<b>44</b>	University of Phoenix-West Michigan Campus 3100 West Rd. East Lansing, MI 48823 517-333-5133 Jennifer.m.brewer@phoenix.edu	Y	
<b>45</b>	WALTER CRONKITE SCH OF JOURNALISM KAREN SHANNON ARIZONA STATE UNIV Tempe, AZ 85287 480-965-9011 karen.Shannon@asu.edu	N	

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<b>46</b>	Washtenaw Community College Employment Services David Wildfong 4800 East Huron River Drive Student Center Building, RM 287 Ann Arbor, MI 48106 734-677-5155 dwildfong@wccnet.edu	Y	
<b>47</b>	Washtenaw Community College –Orchard Radio Dave Waskin 4800 East Huron River Dr. P.O. Box D-1 Ann Arbor, MI 48106 (734) 677-5405 dwaskin@wccnet.edu	N	
<b>48</b>	Weber State university Communications Job Listings 1605 University Circle Ogden, UT 88408 801-626-6426 tsanders@weber.edu	N	
<b>49</b>	WILX Bulletin Board Promotions from within PT to FT	N	8
<b>50</b>	WILX website (www.wilx.com)	N	2
<b>51</b>	WILX ON Air Spots (:30) Acct Execu.	N	0
		Total Interviews:	39

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participation in job fairs	<p>November 4, 2011. Our HR Manager attended the Michigan Association of Broadcasters Career Builder Conference. The Career Conference was held at Lansing Community College. Several Career building events were held. One of which was the Career Fair that the students could attend and ask questions of various Media Stations, newspapers, etc.</p> <p>On January 27, 2012, our HR Manager attended the Career Quest Learning Center Career Fair. The career fair had several different areas for us to find good candidates, such as On Campus Interview Booth, a job board to post our vacancies. At this career fair, she also found two additional companies to add to our MSLR.</p> <p>Three WILX hiring managers attended the Great Lakes Broadcasting Conference put on by the Michigan Association of Broadcasters. The event was two days long. Hundreds of students and others were allowed to visit all of the media related booths for advice and to hand out their resumes. The event took place on March 13 and 14, 2012.</p>

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>2</b>	Internship Program/Shadowing	<p>WILX has a very strong Internship program. Student from local colleges come to us and intern for about 2 months before graduating. We have had 4 interns since the last reporting period, and 2 of these 4 interns were hired permanently. We continue to get interns from job fairs and some of our talent working at local media events. The employee in charge of seeking out these interns participated as a speaker at the November 4, 2011 career fair at Lansing Community College.</p> <p>In addition, a student from MSU shadowed our News Director on May 31, 2012.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Participate in events relating to career opportunities in broadcasting sponsored by educational institutions.	<p>Our News Director attended a MAB Broadcasting Career Builder Conference On Friday Nov 4, 2011. His role was to interview students interested in Media work. There were more than 150 students at the Conference.</p> <p>Our HR Manager served on a panel at local Springport High School. The event took place prior the senior graduation in June 2011. The students are asked questions by the panel regarding their future plans in the outside world of working and college.</p> <p>Our Operations Manager attended a Professional Advisor Board luncheon to speak to the students about the current Digital Media, Audio and Cinema curriculum. It took place on April 20, 2012 at the Lansing Community College.</p> <p>Our Promotions Manager gives WILX Station tours all year long. Many local high schools, junior high schools, and Boy and Girl Scout troops come into the station for tours and often watch one of our live broadcasts. Station tours were given on June 29, July 13, July 27, August 3, October 22, November 20, December 29, January 2, and January 10.</p> <p>Two of our WILX meteorologists attended several schools throughout the year to teach students about how we predict the weather. There is a video camera available to the students. Later in the same day WILX announces on our newscast the school they visited and the person operating the camera. The visits were: June 15, October 26, October 18, October 14, November 17, November 11, November 10, November 3, December 8, January 20, January 18, February 24, February 1, March 16, April 25, May 31, May 24, May 22, May 16, and May 9.</p>

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>4</b>	Sponsorships	WILX was a sponsor for the Michigan Association of Broadcaster's Career Fair held in Lansing on March 14, 2012